Career And Development And Challenges Of Bangladeshi In The Philippines

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Abstract—The study aimed to investigate the career growth and development of Bangladeshi in the Philippines. Descriptive research design was used to find out the perception of the respondents based from their experience. Results reveal that the assessment on the career growth and development of Bangladeshi in the Philippines in terms of proficiency, security, opportunities, satisfaction, threats, work life balance and benefits/remunerations were all acceptable.

Index Terms—Bangladeshi, Career Development, Career Growth, Challenges.

1 INTRODUCTION

The purpose of this study is to investigate the career development and challenges of Bangladeshi in the Philippines. From time to time, the career and development have always been considered as one of the rational part for improving the people. This is to ensure that efficiency and effectiveness has always observed and practiced of every person [5]. The avenue for training and its environment are some of the factors that affects the career growth and development of individual. Without advanced study and training, a person may not be the best and even become unable to perform the tasks. The education in the Philippines is proven to be of high standard and yet not too expensive as compared with other countries. That is why there are some of the foreign nationals who would like to stay in the Philippines to finish their studies. The foundation of a good and even better career depends on the education and training. On the other hand, the secret of successful career lies on the trainers, educators and the student concern [7]. The training and education for career development must be adequate for the job. It should focus more on realities and actual scenario. Today, many of the foreign nationals are enjoying their stay in the country because of the hospitality of the Filipino People. The foreigner in the Philippines should also observe the traditions and practices of Filipino people as well as their traditions in the past and at present. This is why one of the factors affecting the career growth and development is the environment you are living. Training is focus with the teaching of concepts and applied it directly to their respective field [8]. On the other hand, development is the gradual form of something that may be molded depending on the external factors. By educating the people, it is expected that competency in the job will be attained. The one who was trained would have an ability to do his or her job correctly and at the same time he or she could also apply his or her skills to new encounter situations. Training and development would also mold the person the right behavior and characteristics to enable them to do better initiatives in performing their jobs [9]. The entities would always expect a better result. Philippines and its environment would have significant role in molding the Bangladeshi who would like to do business. The Philippines would always accept Bangladeshi and other foreigner to enter the country for their career and development growth [10]. Since the Philippines have a lot of foreigners and diplomats, it is appropriate that a study in connection with the career growth and development be initiated. The proponent is one of those Bangladeshi who live and engage business in the Philippines. The output of the study would be a basis as a reference of the Philippine and Bangladesh in implementing career and development programs for the foreigner. The study would like to investigate the career and development of Bangladeshi in the Philippines [4].

2 METHODS

2.1 Objectives of the Study

The main purpose of the study is to assess the career growth and development of Bangladeshi in the Philippines. It determined the assessment of the career growth and development in terms of Proficiency, Security, Opportunities, Satisfaction, Threats, Work Life Balance and Benefits/Remuneration [2] and [3].

2.2 Research Design

In this study, the researcher utilized the descriptive research design which is introduced by [6]. The research determined the current career and development growth of Bangladeshi in the Philippines. The data gathered was based on the adapted survey questions. The result of the survey were recorded and carefully analyzed. It was presented, analyzed and interpreted according to the result gathered from the respondents.

2.3 Sampling and Sampling Technique

All tables and figures will be processed as images. You need to embed the images in the paper itself. Please don’t send the images as separate files. The Bangladeshi people of National Capital Region (NCR) would be considered as the main respondent of the study. There were 362 Bangladeshi people are living in NCR, 284 of them are entrepreneurs, 60 are professionals and 18 are students. The respondents will be determined from the total number of population with 0.05
standard error level using the Slovin’s formula. This study utilized a research instrument that will assess career growth and development of Bangladeshi in the Philippines. Moreover, it will also identify the problems encountered and the possible measures to solve the problems that will serve as a basis for a proposed action plan. Existing literature will be used as basis of the research instrument and proper acknowledgement will be credited to the existing literature.

2.4 Instrument Used
This study was used the frequency, percentage, and weighted average. The frequency determined the number of the Bangladeshi, School Administrator and Employers respondents. The percentage determined a proportional part of the frequency to be obtained from Bangladeshi, School Administrator and Employers respondents who answered the survey questions. Moreover, this also determined the percentage of respondents who assessed of the career growth and development of Bangladeshi in the Philippines. On the other hand, the weighted mean was used to determine the over-all perceptions of respondents assessed of the career growth and development of Bangladeshi in the Philippines. This was also determined the average in terms of percentage of the frequency obtained from the respondents who answered the survey questions.

3 RESULTS AND DISCUSSIONS
The data were collected from the Bangladeshi people living at National Capital Region (NCR) in the Philippines. There were 192 respondents. 152 of them are entrepreneurs, 22 are professionals and 9 are students. A survey instrument were used to gather the data that assessed the career growth and development of Bangladeshi in the Philippines in terms of proficiency, security, opportunities, satisfaction, threats, work life balance, and benefits/remuneration. Table 1 shows the summary of composite means of the 7 items assessed by three different respondents.

<table>
<thead>
<tr>
<th>Items</th>
<th>Entrepreneurs</th>
<th>Professionals</th>
<th>Student</th>
<th>Composit Mean per Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Proficiency</td>
<td>3.97</td>
<td>4.05</td>
<td>3.89</td>
<td>3.97</td>
</tr>
<tr>
<td>2. Security</td>
<td>3.92</td>
<td>4.04</td>
<td>3.86</td>
<td>3.94</td>
</tr>
<tr>
<td>3. Opportunities</td>
<td>3.88</td>
<td>4.12</td>
<td>3.79</td>
<td>3.93</td>
</tr>
<tr>
<td>4. Satisfaction</td>
<td>3.9</td>
<td>4.09</td>
<td>3.89</td>
<td>3.96</td>
</tr>
<tr>
<td>5. Threats</td>
<td>3.95</td>
<td>3.76</td>
<td>3.66</td>
<td>3.79</td>
</tr>
<tr>
<td>6. Work Life Balance</td>
<td>3.91</td>
<td>4.08</td>
<td>3.68</td>
<td>3.89</td>
</tr>
<tr>
<td>7. Remuneration</td>
<td>3.93</td>
<td>4.08</td>
<td>3.81</td>
<td>3.94</td>
</tr>
<tr>
<td>Composite Mean</td>
<td>3.92</td>
<td>4.03</td>
<td>3.8</td>
<td>3.92</td>
</tr>
</tbody>
</table>

It shows that the proficiency got the highest mean of 3.97. This means that the training they acquired in the Philippines is good as it reaches a proficiency level of highly satisfied. On the other hand, threat got the lowest mean of 3.79 which still fall under highly satisfied. Although it is interpreted has highly satisfied but some of the Bangladeshi in the Philippines has reservation on threat in the country. It is also noted that the summary of composite means of the respondents revealed that there is significant differences exist in the respondents’ assessment when grouped according to the sector they represent. Using Analysis of Variance (ANOVA) it can be noticed that there is a highly significant value (p =0.000547) therefore, there is a statistically significant differences in the respondents’ assessment on the career growth and development of Bangladeshi in the Philippines. The following are the details of the results of the study. The data shows the demographic profile of the Bangladeshi in the Philippines. Majority of the entrepreneur’s gender are male. Majority of the entrepreneur’s age are ranging from 25-34 years old. Majority of the professional’s age are ranging from 35-44. Majority of the student’s age are ranging from 18-24 years old. Majority of the entrepreneur’s educational attainment are college level. Majority of the professional’s educational attainment are masteral degree. Majority of the student’s educational attainment are college degree holders. Majority of the student’s educational attainment are college students. Majority of the entrepreneur’s visa status are working visa. Majority of the professional’s visa status are working visa. Majority of the student’s visa status are student visa. Majority of the entrepreneur’s length of stay in the Philippines are ranging from 1 to 3 years. Majority of the professional’s length of stay in the Philippines are ranging from 6 to 10 years and majority of the student’s length of stay in the Philippines are ranging from 1 to 3 years. The respondents assessed the career growth and development based on their experience. The following summarized the result.

3.1 For Bangladeshi Entrepreneurs
The result shows that proficiency got the highest mean with a mean of 3.97 with verbal interpretation of “highly satisfactory” and the rest of the items are also “highly satisfactory”. Moreover, the composite mean of this item is 3.92 with a verbal interpretation of “highly satisfactory”. It is also noticed that the p-value of the composite mean is 0.000 (α=0.05, expected mean = 3.50) which means that their perceptions were highly significant. This means that the entrepreneurs believed that proficiency, security, opportunities, satisfaction, threat, work life balance, and benefits/remuneration were contributing factors on their career growth and development as experienced.

3.2 For Bangladeshi Professionals
The result shows that satisfaction got the highest mean with a mean of 4.09 with verbal interpretation of “highly satisfactory” and the rest of the items are also “highly satisfactory”. Moreover, the composite mean of this item is 4.03 with a verbal interpretation of “highly satisfactory”. It is also noticed that the p-value of the composite mean is 0.04 (α=0.05, expected mean = 3.50) which means that their perceptions were significant. This means that the professionals believed that proficiency, security, opportunities, satisfaction, threat, work life balance, and benefits/remuneration were contributing factors on their career growth and development as experienced.
3.3 For Bangladeshi Students
The result shows that proficiency and satisfaction got the highest mean with a mean of 3.89 with verbal interpretation of "highly satisfactory" and the rest of the items are also "highly satisfactory". Moreover, the composite mean of this item is 3.80 with a verbal interpretation of "highly satisfactory". It is also noticed proficiency and security were the only significant p-values. This means that the students believed that proficiency and security were the main contributing factors on their career growth and development and the rest of the seven items were not the main contributing factors on their career growth and development. The ANOVA was used to determine the significant differences exist in the respondent’s assessment when group according to the sector they represent. The result reveals that a highly significant value of (p =0.000547) concluded that there is statistically significant differences in the respondents’ assessment on the career growth and development of Bangladeshi in the Philippines.

4 CONCLUSION
The demographic profile of the respondents was determined in terms of gender, age, educational attainment, marital status and length of stay in the Philippines. The assessment on the career growth and development of Bangladeshi in the Philippines in terms proficiency, security, opportunities, satisfaction, threats, work life balance and benefits/remunerations are determined using the survey questions on career growth and development. Result shows that majority of the items under study got an acceptable result. The strength and weaknesses of career growth and development in the Philippines were already determined. It is found out that the all of the items are strengths of career growth and development of Bangladeshi in the Philippines. The ANOVA determined the significant differences exist in the respondent’s assessment when group according to the sector they represent. It is found out the result shows a statistically significant (p =0.000547) therefore, there is a statistically significant differences in the respondents’ assessment on the career growth and development of Bangladeshi in the Philippines.

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REFERENCES